## Multi-Year Affirmative Employment Program Plan

1999-2003



## Multi-Year Affirmative Employment Program Plan Work Group Members

Jim Daves, Colorado Division Office, *Chair*Tommy Beatty, Office of Pavement Technology, *ex officio*Bill Bolles, Office of Research and Technology Services
Hattie Brown, Civil Rights
Gladys Cole, Federal Motor Carrier Safety Administration, *ex officio*Jose Garcia, Office of Pavement Technology
Saleem Khan, Office of Human Resources, *ex officio*Zakiah Latif, Civil Rights, *ex officio*Terri Miller, Eastern Federal Lands Highway Division Office

Carmen Sevier, Civil Rights, ex officio Larry Slade, Federal Motor Carrier Safety Administration

Arabella Wright, Office of Human Resources, ex officio

## **Contents**

<b>Executive Summary</b>	V
I. Organization and Resources	1
II. Workforce	3
III. Discrimination Complaints	21
IV. Recruitment and Hiring	24
V. Employee Development Program	33
VI. Promotion	35
VII. Separations	41
VIII. Program Evaluation	44
IX. Objectives and Action Items	45
Appendix A	55
Appendix B	68
Appendix C	78
Appendix D	82
Appendix E	84
Appendix F	86
Appendix G	91